

School District No. 85 Vancouver Island North  
District Health and Safety Meeting  
Tuesday, March 14, 2023

Meeting was called to order at 10:05 am

Committee Attendees:

K. McGhee	-	V.I.N.T.A
J. Voth	-	V.I.N.T.A
J. Welch	-	C.U.P.E
J. Nicholson	-	C.U.P.E
D. Gildersleeve	-	Administration
J. Cattermole	-	Recording Secretary

Regrets: A. Cunningham, A. Webber

Meeting chaired by: J. Voth

MINUTES:

Minutes from January 24, 2023 meeting were circulated, no changes requested. Jody made motion to accept minutes of January 24th meeting as presented, Kevin seconded, all in favour. Minutes accepted.

ADDITIONS TO AGENDA:

- G. Form 6A's
- H. De-escalating Hostility Training

OLD BUSINESS:

A. Training

Jennifer reported that she has been investigating training options on the topic of de-escalating hostility as the committee had requested and had two options. First was through the Justice Institute of BC and had a cost of approximately \$10,000 for two 8 hour sessions. This is double what is normally paid and they have a strict registration policy in their proposed contract which would not work with the uncertainty of staff being able to attend due to coverage issues or illness on the day of the training. The other option was Arete Training, they were approximately \$4,000 but the course is only 4 hours so it would not meet the WorkSafeBC guidelines regarding 8 hours annual training and would require adding another course. Due to time constraints of getting the training arranged prior the end of the school year and the number of new committee members who have not yet had any JOHS training Jennifer asked the committee if they would be agreeable to offering JOHS fundamentals training as the topic instead as it may be easier to find a provider in a timely manner. All were in favour.

B. Food Allergies

Kevin reports that known food allergens are still being served in some schools and that it does not seem that the messaging is being conveyed to parents and students to not send these items to school. Darby will follow up with administrators to ensure that the message is broadcast to all stakeholders through as many avenues as possible.

NEW BUSINESS:

A. Snow Removal

Concerns were brought up at the last VINTA meeting regarding snow removal at work sites. The question came up as to if a weather day should be declared if District sites are not able to be fully cleared of snow and ice prior to 8am? Only the Superintendent is able to make this decision. Snow removal has presented a challenge this year due to the amount we have had as well as a lack of contractors willing to provide removal services due to insurance requirements. Maintenance staff has been doing what they can with a limited number of staff. An additional snow blower was purchased this year and a sanding device has been looked at for use when salt is not sufficient. Kevin expressed the need to convey messaging when school is cancelled due to weather that the decision is being made for safety purposes.

B. CPI Training

Kevin stated that at the VINTA meeting members expressed worry that the current CPI training does not teach use of restraint. Members feel that use of restraint is still sometimes necessary when a student may be harmed as a result of their actions. VINTA would like to request that a CPI course that includes the use of restraint be offered on an In-Service day so that they are able to take part.

C. Staffing/TTOC Crisis

Jason said that he has heard from staff that they are feeling guilt about calling in sick or taking time off during the current staffing shortages and he is concerned about the mental health issues and animosity this is causing. Darby reported that the issue was brought up at the Board meeting this week and various solutions are being looked at including attending career fairs to attempt to recruit new staff, alternate work weeks as well as offering local training opportunities. Kevin voiced concern that other districts are offering more appealing incentive packages to entice employees. As a result of the conversation around staffing it was also suggested that a centralized staffing call out system would ease time constraints on staff and also help to ensure that adequate coverage was secured. Kevin moved and Jon seconded that the committee make a request to the District to look into implementing a centralized call out system for all District staffing coverage.

D. Lockdown Concerns

VINTA brought forward lockdown concerns regarding the Cheslakees gym and PHSS Drama room that came up during recent drills. During the last Cheslakees lockdown drill there was a class in the gym and the teacher was not able to lock the gym doors from the inside which resulted in having to take students into the concession. There is no secondary exit in the concession which meant students had no escape route. Jon will have maintenance look at the gym lock and replace if necessary to ensure this is not an issue in future. During a lockdown drill at PHSS the Drama teacher expressed concerns that the panic hardware can be opened if force is used and there is no place to hold and secure that offers a secondary escape aside from the catwalk and the teacher does not have a key to access the mechanical room on the catwalk to access the exit on the other side. Jon will investigate if access can be given to the teacher.

E. Monthly Drills

Concern was brought forward that not all schools are completing their emergency drills as often as required. Darby will send administrators a reminder.

F. Walkthrough Reminders

Concern was also brought forth that not all worksites are doing their twice yearly walkthroughs as required. Darby will send out a reminder about this as well and will include a note to send any maintenance requests needed rectify items marked unsafe on the inspection forms.

G. Forms 6A

Jody brought forward a concern from CUPE members that not all WorkSafe form 6A's are being submitted by administrators. Jennifer suggested that if a member is questioning whether their form has been submitted to call and check. Employees must call themselves as information cannot be shared with anyone other than the employee named on the form.

H. De-escalation Training

A discussion regarding the interest in de-escalation training among VINTA staff happened at their recent meeting and it was felt that this would be a valuable topic to offer as a District wide training opportunity. VINTA would like to request that the District pursue de-escalation training as a future District wide In-Service offering.

REPORTS:

Copies of the following reports were attached to the agenda package for review.

WorkSafe claims update - verbal

Workplace Based Health & Safety Committee Reports:

*AJES, NISS, SVEJS*

Worksite Inspection Checklists:

*ABES, AJES*

Indoor Air Quality Reports:

*None*

Incident Reports:

*SVEJS*

Joint Health & Safety Committee Evaluation:

*None*

NEXT MEETING:

Wednesday, May 17, 2023 10 am – in person and with Zoom option

Meeting Adjourned at 11:40 am